



PUT YOURSELF IN  
THE CUSTOMER'S SHOES  
SEE PAGE EIGHT

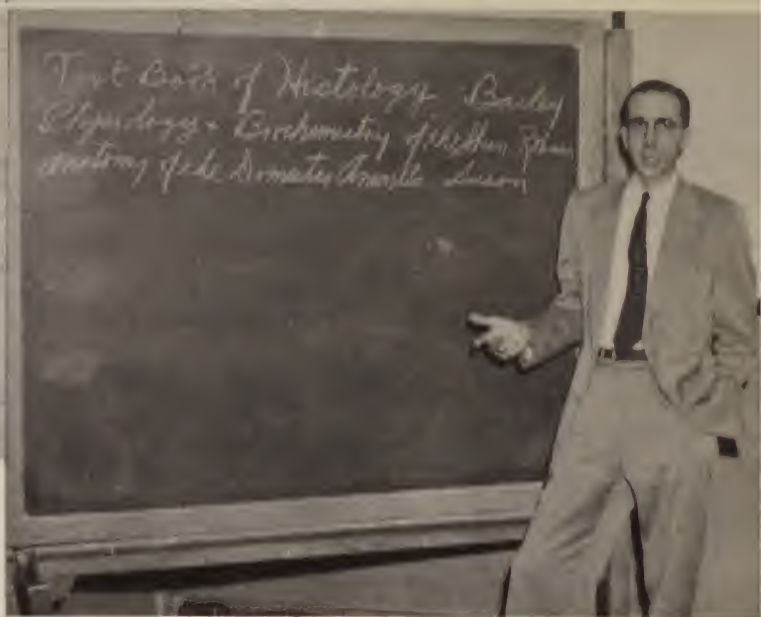
A. C. LAWRENCE LEATHER CO., Peabody, Mass.  
A DIVISION OF SWIFT & COMPANY (INC.)

**ACL**

**TAN-O-GRAM**

Volume 7, No. 2, March, 1957





"HERB" TETREAULT, in charge of Side Leather Laboratory, is program chairman for the series. PRESIDENT S. N. NECTOW, center, set the theme as he opened the series. MALCOLM BATTLES, right, director of Research, gave data on current research problems.

## ACL'S MEN OF SCIENCE GET TOGETHER IN RESEARCH FORUM

Something new has been added. We now have a bi-monthly Colloquium. That's a fancy name for scientific meeting, or forum, of an informal nature.

"HERB" TETREAULT, program chairman, who is in charge of the Side Leather Laboratory, set forth the purposes of this series. He stated that the meetings will be held in order to provide an exchange of information among laboratory personnel and production supervisors.

To open the series, PRESIDENT S. N. NECTOW set forth the proposition that it was only a few years ago that leather was considered a mature industry. We know now this picture was wrong. It has since been disproved. Far from being a mature industry, it is a young one, which has only recently begun to realize its own strength.

"You technical men have had a lot to do with this new concept of the leather business by presenting theoretical scientific findings which can be turned into useful, practical applications," PRESIDENT NECTOW went on. "Leather has become a fashion item with its many new textures, beautiful finishes, and multitude of colors.

"No one can predict the size, scope, or success of the prospects before us," MR. NECTOW concluded. "You are bound to come up with something worth-while that will keep us in line with or ahead of competition. Because our company supports good sound research and development programs, we can look ahead with considerable confidence."

"JOE" BASSETT, Main Laboratory, left, gave results and methods of investigation of "Spue on Leather." "DICK" JONES, center, Sheepskin Laboratory, spoke on problems of developing "Dry-Cleanable and Washable Suedes." MARIO GIELLA, right, Main Laboratory, presented a review of the literature on "The Prominence of Veins in Leather."







**LEFT:**

CAPTAIN WESLEY E. SPENCE and Flight Engineer in front of C-46 "Commando" which he flew to Philadelphia moments after picture was taken. Flight took an hour and thirty minutes.



**RIGHT:**

CAPTAIN SPENCE shows model plane to son, "ACE," 11, after returning from day's flight.

## WESLEY SPENCE IS "WEEKEND WARRIOR" IN AIR FORCE RESERVE

When WESLEY E. SPENCE reports at Grenier Field, Manchester, N. H., for his weekend-a-month drill mission with the U. S. Air Force Reserve, he doesn't know where he's going to wind up. It could be Miami or Puerto Rico, Cincinnati, or even California, to drop paratroopers, ferry supplies, or materials. Cross-country missions or maneuvers are frequent.

"WES," a General Standards Time Study man at Calfskin, dons his captain's uniform every Saturday to become a weekend warrior. A pilot in the 81st Troop Carrier Squadron, "WES" is commander of a C-46. His unit is converting soon to C-119's, the "flying box-cars," and he's looking forward to flying the larger ships.

Part of CONAC, the Continental Air Command, "WES's" squadron is constantly drilling, training new men, and improving their equipment to keep the squadron in combat readiness. In between the drills, "WES" is up every weekend on practice flights, under every conceivable form of weather condition.

Composed mainly of veterans of World War II and a few of Korea, the squadron is now conducting a drive for new enlistments.

"WES" has been with ACL for more than 16 years. He started as a toggler and stripper. During World War II, he joined the Air Force as an enlisted man. He rose to the rank of captain, and flew many missions in the Aleutian Islands campaign.

Returning to ACL after the war, he worked as a washing machine operator in Side Leather, and in 1946 became a production checker. Two years later, he was promoted to time study man.

Married and the father of two boys, ages 11 and 4, with number three on the way, "WES" doesn't get to spend too much time at home. He feels that by helping to keep our defenses alert and our Air Force in trim, he is helping to insure a peaceful world in which his sons can grow up without having to fight another war.

## In Memoriam

NELLIE J. DAVIS, 77, died Jan. 31. She retired in 1938 after 42 years' service in the Main Office Bookkeeping Dept. She was one of the original ACL office staff.

PERCY FAULKNER, 55, died Jan. 13. He had been with ACL since 1933, in the Calfskin Plating Dept.

MICHAEL KONOPNICKI, 70, died Jan. 30. He retired in 1946 after almost 37 years' service. He worked in the Side Leather Color Cellar.

JOHN F. LEE, 40, died Feb. 9. He had been with ACL since 1940. He was a foreman in the Calfskin Division

WILLIAM SHERBURNE, 71, died Jan. 29. He retired in 1950 after 32 years' service. He was a Side Leather salesman in the Boston office.



## YOUR E.B.A. REPORT

SINCE most A.C.L. employees are members of the A. C. Lawrence Leather Company Employees Benefit Association, at the request of that Association, we are publishing their financial statements for the 1956 calendar year.

### Statement of Income and Expenditures (For the year ended December 31, 1956)

#### INCOME:

Sickness and accident benefit contributions	\$ 49,162
Death benefit contributions	33,362
From investments, held as reserve for death benefits	36,284
Miscellaneous	12,224
<b>Total Income</b>	<b>\$ 131,032</b>

#### EXPENDITURES:

Sickness benefits paid	\$28,206
Accident benefits paid	22,578
<b>Total Sickness and accident benefits paid</b>	<b>\$ 50,784</b>
Death benefits paid	35,600
Direct operating costs	11,049
Federal income taxes	1,185
<b>Total Expenditures</b>	<b>\$ 98,618</b>
<b>Net applied to reserve for death benefits (see below)</b>	<b>\$ 32,414</b>

## RESERVE FOR DEATH BENEFITS

Dec. 31, 1956

Total death benefits in force	\$2,824,800
Reserve Dec. 31, 1955	\$ 899,239
Added during year, as above	32,414
<b>Reserve Dec. 31, 1956</b>	<b>\$ 931,653</b>

The figures above show that the payments for Sickness and Accident benefits were \$1,622 more than the contributions received.

Membership on December 31, 1956, was 2,942 (2,410 with full coverage, including sickness, accident, and death, 532 who have left the employ of A. C. Lawrence Leather Co. with coverage for Death Benefit only). The total death benefit coverage amounts to \$2,824,800.

## BALANCE SHEET

at

DECEMBER 31, 1956

#### Assets:

Cash in banks	\$ 11,198
Accounts receivable	5,409
Investments (Stocks & Bonds)	916,310
<b>Total Assets</b>	<b>\$932,917</b>

#### Liabilities and Reserves:

Accounts payable	\$ 1,264
Reserve for death benefits	931,653
<b>Total Liabilities &amp; Reserves</b>	<b>\$932,917</b>

E. M. ELLIOTT  
Manager



## APRIL RETIREMENTS

IDA LONGLEY, Sheepskin Glove, 24 yrs.' serv.  
J. V. RUFF, Hazelwood, 24 yrs.' serv.  
ELLSWORTH WILKINS, Calf Staking, 24 yrs.  
THOMAS YOUNG, Ashland, 14 yrs.' serv.

## MAY RETIREMENTS

HENRY DRAGON, Main Office janitor, 14 yrs.  
SAM KARDENETZ, Side Leather Hidehouse, 40 years.  
GEORGE ROSSAS, Calf Finish Assort, 36 years.  
ROBERT SCATES, Hazelwood, 14 yrs.' serv.

## SERVICE

35 YEARS



LEFT:

JAMES GODFREY  
Shaver  
Side Leather

## ANNIVERSARIES

35 YEARS



RIGHT:

"HUBBY" J. LAWRENCE  
In Charge of Shipping  
and Receiving



30 YEARS JOHN RAY, Ashland.



## RESEARCH SCIENTIST RECALLS LIVING UNDER SIX CHINA GOVERNMENTS

RAYMOND T. LEE, now a research chemist in our Main Laboratory, was born in Shanghai, China, in 1926. Born under the Sun Yat Sen Republic, RAYMOND also lived under the Chiang Kai Shek government, and then in the British section of Shanghai until the Japanese raid on Pearl Harbor. After December 7, 1941, the Japanese occupied Shanghai, and set up a Chinese puppet-type government. After World War II, there was a very shaky form of government under which the people felt very insecure. In 1949, the Communists came, and RAYMOND left Shanghai on the last plane to fly out, just three days before Red occupation. He flew to Hong Kong, and then took a steamship to the United States.

He had been educated in China, having received his Bachelor's Degree at Ta Tung University in Shanghai. On arrival in this country, he went to Ohio State University to get his Master's Degree in Chemical Engineering, and then on to Pratt Institute where he was in charge of the laboratory and experimental tannery.

In 1954, he met his wife, CHUN YING, in New York where she was studying social work. Born in China, she too had fled before the Reds took over. She spent a few years in Formosa before coming here to study. They have two boys, JAN PING, who will be two in March, and SHIA PING, who is 9 months old.

Taking a few minutes from his research, RAYMOND recalled the end of World War II, when the American bombers flew over Shanghai with their cargoes of bombs for Japanese military targets. "They came over at precisely twelve noon every day," he said, "so that we knew to expect them and thus take cover. They were after the military targets, but once in a while they missed."

RAYMOND found America much better than the impression he had gotten earlier through the movies. There is a feeling of security here which the average citizen in China has never had. Inflation in China has practically wiped out all insurance and old age benefits, and savings. In China, said RAYMOND, it is not a problem of how much you make for working, but rather one of converting your money immediately into something of value, such as real estate or furniture or jewelry, etc. This, he explained, is because the value of the cash money fluctuates so rapidly that people never know how much it is worth.

RAYMOND's father is in the real estate business in Shanghai, and he has two married brothers and two married sisters in Peking. He would like to return there some day to see his family and friends, but only if there is a change in the government.

RIGHT:  
RAYMOND  
LEE  
and  
Family



## ASHLAND RECEIVES "AWARD OF HONOR" PLAQUE

As previously reported, on Nov. 7, 1956, the Ashland Tannery in Kentucky completed 365 calendar days' operation without a single lost-time accident.

In recognition of this achievement, the plaque, pictured below, was presented by JOHN H. MALONEY, left, Assistant General Superintendent, to HENRY O. MUENZNER, Ashland Plant Superintendent, as the Plant Safety Committee looks on. (Left to Right) ANDREW MORRISON, Master Mechanic; WILFRED J. HOST, Assistant Plant Superintendent, and JOHN RAY, Foreman.







# Business News

**SHEEPSKIN:** We are announcing to the apparel manufacturers a new Sheltersuede which has a treatment known as Scotchgard Stain Repellent. Sheltersuede has been known for years to be a quality product for the finest sportswear items, and within the last several years has been made readily dry-cleanable, water-repellent, and in some instances with wash-fast dyes. The new added feature of being treated so as to repel even oil stains is an important innovation. The new Sheltersuede will make the highly desirable coats even more practical than ever before, as it will require cleaning less often and will not become so soiled that the cleaning will be difficult. Sheltersuede with Scotchgard Stain Repellent is expected to give us additional volume as time goes on.

**CALFSKIN:** The Calfskin Division continues to be active and there is great demand from our customers for delivery of women's weight Calf leather for spring shoes. New orders have been coming in very well during the past few weeks, putting us well ahead of last year and the year before at this season of the year. This new business represents Calf leather that will be made into shoes for the summer and fall seasons.

**SHEARLING:** We continue to get good demand from the slipper manufacturers, although higher prices have created some resistance. The garment trade has been slow getting started this year which has meant less trim mouton business for the time being. The coat mouton business is in between seasons and will not start again for two to three months. The demand from the wax applicator and paint roller manufacturers is increasing as we are approaching their season of heavy demand.

**SIDE LEATHER:** For the past three months the tannery has been very busy developing new lines of leathers, colors, and finishes for our exhibit at the Leather Show in New York's Waldorf Astoria on February 26 and 27. We feel that with our Vaquero, our improved Turftop, our new line of Toppa, as well as general improvements in quality on Fina, Keena, and Melgo, we are presenting to our customers outstanding lines of leather.

**PATENT & RANCHIDE:** We have about reached the end of our run on black Patent Leather for Easter shoes and will be more dependent on children's trade for the next few months. We introduced a new line of fancy prints at the Leather Show in New York with the hope of trying to stimulate some business for fall shoes. **RANCHIDE:** Still no major activity in the garment trade outside of one account, but sales offices are talking somewhat more optimistically, and we have hopes for some spring business. We have had fairly active shoe business and would expect that this might continue for a while. **FLEXIBLE SPLITS AND INSOLES:** Low demand on women's welts continues to be a severe problem. We are trying to expand on Flexible Bends and Backs for the children's trade, and at the same time, working on some new ideas to try and help business on cutsoles. **RETAN BEND SPLITS:** We have been going through our most quiet period of the year. There are a few signs of pickup, but as yet customers are not giving us specifications to any great extent. We have maintained our work-in with the expectation that we will be able to move it during the active season.

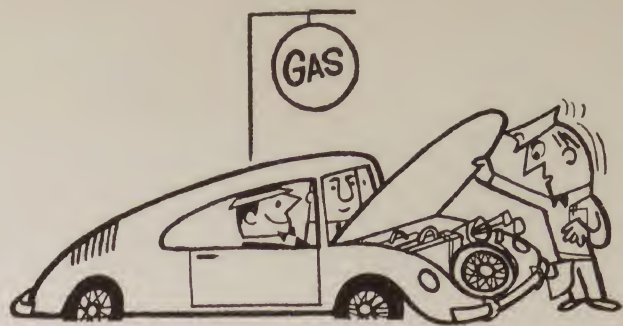
**SOLE LEATHER:** Sales of Sole Leather are only fair and Belting Leather sales are on the poor side. Rough Shoulder sales continue to be an industry-wide problem. Bellies are selling only moderately well, and Extra Heavy Bends are burdensome. The other weights in Bends are moving reasonably well. Women's Cutsole business is only fair and customers for all types of our leathers seem to be very hesitant about committing themselves ahead. Quality is very important due to keen competition, as customers are very critical of everything they receive, and to be competitive, our costs must be as low as possible, in keeping with production of good leather.



*Had your car in for a check-up?*

# What about the Driver?

By Dr. C. C. Maloof  
ACL Medical Director



## RED CROSS REPRINTS "BILLY" CAHILL'S LETTER

MRS. EMILY TOZIER, Executive Secretary of the Peabody Red Cross, has informed us that the supervisors of the state-wide Blood Program were so impressed with "BILLY" CAHILL's "Letter To My Fellow Employees" in the December edition of TAN-O-GRAM that they have reprinted it in the Red Cross magazine, "The Bloodhound."

"BILL's" letter was an appeal for blood donors to take his place because, having reached the age of 60, he can no longer give blood under Red Cross regulations. For several years, he had been a steady donor.

### BELOW:

ACL PRESIDENT, S. N. NECTOW, also a Vice President of Swift and Company, confers with JOHN HOLMES, Chairman of the Board of Swift and Co., about Swift's efforts to promote their merchandise. The picture was taken at Swift's annual Shareholders' Meeting in Chicago.



With spring just around the corner, most car owners are thinking of a spring checkup on their cars. After a long cold winter with its bumpy roads, most cars lose some of their zip and develop various rattles and thumps. To the average red-blooded American male, a rattle under the dashboard or a slight shimmy at the front end of his car, regardless of its age, is indeed a most serious matter. After driving through the long winter with one ear tuned to the various rattles and groans, he thinks it only proper and wise to rush his car to a trained mechanic in the springtime for a complete checkup. He realizes he has an important investment in the car, and that rather than being a luxury, it is a necessity for his way of life.

Take the same average red-blooded American male and put his body in the same place as his automobile. Does he place as much importance on his own body's rattles, and does he think it is as important that his body have a spring checkup as it is for his car? Not usually. An annual physical checkup by the family doctor is something nice to think of but not necessary for him--not now anyway. The money saved can probably buy a tankfull of gas or a wax job for the family car.

The average man will readily admit his car is not a luxury but a necessity for his work and family. His own body is never put on the same important level, nor does he really think how important or necessary it is to be in good physical shape.

Just as we have periodic checkups on our cars, we should also have a periodic checkup every year on our own bodies, carried out by our family doctors. Possibly, we should remember that what we don't know may hurt us and also that Benjamin Franklin had something when he said, "An ounce of prevention is worth a pound of cure."



# Worth Thinking About

## PUT YOURSELF IN THE CUSTOMER'S SHOES

During World War II, a B-17 U. S. Army Air Force Bomber developed motor trouble over a remote corner of Texas. The crew was ordered to bail out when it appeared the plane could not reach a field and would crash. Only two members of the crew reached earth safely. The other crew members perished because their parachutes failed to open. On investigation, government experts determined the chutes which had failed to open had been packed carelessly. It was from that time the Air Force required every man to pack his own chute.

During World War II, also, many men, who at the start of the war worked in defense plants, later had the opportunity on the battlefields to use some of the equipment they had helped to produce in the factories. It was then they realized the meaning of good quality--their lives depended on the good workmanship which had gone into the equipment they were now using. Remember the recent story of the man who fell out of a speeding plane and was saved because he held onto a leather strap.

Good quality in leather for shoes and garments is not necessarily a matter of life and death, but in a sense, it is a matter of economic survival. Our jobs, our future as a company, our standing in the industry and in the community, depend on our maintenance of good quality.

When you go into a store to buy shoes, you're not apt to look at the label--you are more likely to feel the leather and eye its appearance. You are interested in two things--first, in getting a good pair of shoes, and secondly, in getting them at a price you can afford. Naturally, you are going to choose the pair which appears to be of the best quality, if the price is about the same as the other samples.

Therefore, catering to the whims and desires of the buying public, the customers, our bosses, we must constantly strive to achieve the best in quality--while at the same time, keeping our prices in line with competition.

No company or product can live or prosper on its past reputation. There must be constant progress and development to satisfy the customers who buy our products and our competitors' products.

### BELOW:

### STEWART W. MILLAR

With almost 36 years' service, MR. MILLAR, shown operating his glazing machine in the Calfskin Tannery in Peabody, knows the importance of his job in the processing of good quality leather.



### RIGHT:

As a customer, MR. MILLAR examines quality of shoes before buying. Quality, price and appearance are equally important.

### OUR COVER

Our cover scene was photographed in HERMAN'S BOOT SHOP, 5 Main St., Peabody. Our thanks to MAX HERMAN, in photo at right, and WILLIAM SPATRICK, on cover, for their cooperation.

